

Reconciliation Action Plan (RAP)



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Organisation: Velocity Air

Effective Date: 6th February 2024

Review Date: 6th February 2025

Policy Owner: HR Department

Purpose

Velocity Air's Reconciliation Action Plan (RAP) demonstrates our commitment to supporting reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. This plan outlines practical steps to build respectful relationships, foster opportunities, and embed reconciliation into our business culture and practices.

Vision for Reconciliation

At Velocity Air, our vision for reconciliation is a united Australia where Aboriginal and Torres Strait Islander peoples have equal access to education, employment, and opportunity. As an HVAC company, we aim to partner with Indigenous communities to create opportunities, build relationships, and contribute to their social and economic empowerment.

Key Areas of Focus

The RAP aligns with the pillars of reconciliation:

1. Relationships
2. Respect
3. Opportunities
4. Governance and Reporting

Actions and Commitments

1. Relationships

Build and strengthen respectful relationships with Aboriginal and Torres Strait Islander peoples.

Action: Celebrate National Reconciliation Week (NRW).

- Deliverables: Host NRW events; encourage employee participation in reconciliation activities.
- Timeline: Annually (27 May–3 June).
- Responsibility: HR and Leadership Team.

Action: Build partnerships with Indigenous organisations.

- Deliverables: Collaborate with Indigenous suppliers and service providers for HVAC projects.
- Timeline: Ongoing.
- Responsibility: Procurement Team.

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Action: Establish an internal Reconciliation Working Group (RWG).

- Deliverables: Develop and monitor RAP initiatives.
- Timeline: Quarterly meetings.
- Responsibility: HR and designated RAP champion(s).

2. Respect

Promote understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, and contributions.

Action: Acknowledge Traditional Owners of the land.

- Deliverables: Incorporate Acknowledgement of Country in meetings and events.
- Timeline: Immediate and ongoing.
- Responsibility: All employees.

Action: Increase cultural awareness among employees.

- Deliverables: Deliver cultural competency training for all staff.
- Timeline: By 12th August 2024.
- Responsibility: HR and external training providers.

3. Opportunities

Create sustainable opportunities for Aboriginal and Torres Strait Islander peoples.

Action: Support Indigenous suppliers.

- Deliverables: Commit to [Insert Percentage]% procurement from Indigenous-owned businesses.
- Timeline: By 3rd June 2024.
- Responsibility: Procurement Team.

4. Governance and Reporting

Ensure accountability and continuous improvement in implementing the RAP.

Action: Monitor and report RAP progress.

- Deliverables: Publish annual reports on RAP initiatives and achievements.
- Timeline: Annually.
- Responsibility: Reconciliation Working Group.

Action: Review and refresh the RAP.

- Deliverables: Conduct annual reviews to ensure actions are relevant and impactful.
- Timeline: Annually.
- Responsibility: HR and Leadership Team.

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Measuring Success

Success will be measured through:

- Increased awareness of Aboriginal and Torres Strait Islander cultures among employees.
- Tangible growth in Indigenous employment and procurement rates.
- Positive feedback from Indigenous communities and partners.
- Achievement of RAP deliverables within set timelines.

Acknowledgment

Velocity Air acknowledges the Traditional Owners of the land on which we operate and pays respect to Elders past, present, and emerging. We are committed to working collaboratively to support reconciliation and build a stronger, more inclusive Australia.